

ARTICLE 10  
EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Section 1: Policy of No Discrimination.

It shall be the positive and continuing policy of both IHSHQE and UNION that all qualified persons are assured equal opportunity in employment matters. Discrimination on the basis of race, color, religion, gender, age or national origin, physical and emotional handicap is strictly prohibited. IHSHQE shall continue to encourage constructive contributions from UNION towards its goal of maintaining and providing EEO. In the event that a Headquarters East EEO Committee is established, UNION will be afforded the opportunity to be represented on said committee. The parties agree that EEO shall be administered in accordance with all provisions of Indian Preference, Title 5 USC, the Civil Rights Act of 1991, the Rehabilitation Act of 1973 as amended, the Age Discrimination in Employment (ADEA), Executive Order 11478, and authorizing legislation, and applicable regulations.

Section 2: EMPLOYEE Representation.

EMPLOYEES who have experienced difficulties regarding equal employment opportunity on the basis of race, color, religion, gender, sexual orientation, age, national origin, handicapping condition, may be represented by UNION in attempting to resolve their problems.

Section 3: Indian Preference.

Nothing in this Agreement shall be construed as contrary to Indian Preference.

Section 4: Sexual Harassment.

The parties recognize that harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Right Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature may constitute sexual harassment when the conditions as described in EEOC guidelines, Section 16044.11 are present.

Section 5: Affirmative Action Employment Program Plan.

Establishment and implementation of the Affirmative Action Program Plan is a fundamental IHSHQE objective. IHSHQE shall continue to provide overall management support and budgetary planning to achieve affirmative action objectives throughout the IHS Headquarters East, as outlined in 29 CFR 1614.102. IHSHQE will provide UNION input into developing the IHS procedures for implementing the Affirmative Employment Program Plan.

Section 6: Workplace Violence Prevention

The IHSHQE and UNION agree that there is no place in the work environment for violence. Both parties will work together to eliminate workplace violence by early intervention and counseling of EMPLOYEES. EMPLOYEE threats and intimidation will be evaluated so that personality conflicts and performance issues do not obscure a more significant problem that could have severe consequences for all EMPLOYEES of the work unit.